



POLICY DOCUMENT
New College Statutes

New College – Statutes - 2016

**STATUTES MADE FOR THE COLLEGE OF SAINT MARY OF WINCHESTER IN OXFORD,
COMMONLY CALLED NEW COLLEGE,
IN PURSUANCE OF THE UNIVERSITIES OF OXFORD AND CAMBRIDGE ACT 1923.**

PREAMBLE

This College was founded by William of Wykeham, Bishop of Winchester, under a Charter of Richard the Second, dated 30th June 1379, and a Deed of Foundation dated 26th November 1379, for objects set out in the Preamble of the Founder's Statutes as follows:

'In nomine sanctae et indiv

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² That is, Latin language and grammar, Latin being the universal language of secular and ecclesiastical administration and of academic learning.

I. CONSTITUTION AND GOVERNANCE

The College of St Mary of Winchester in Oxford, commonly called New College in Oxford, shall consist of a Warden and such

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and persons thereunto be

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III. THE FELLOWS

I. There shall be the following classes of Fellowships:

- a. Official Fellowships
- b. Senior and Junior Research Fellowships
- c. Junior Fellowships
- d. Emeritus Fellowships
- e. Honorary Fellowships
- f. Wykeham Fellowships.

2. Official Fellowships, as elected at any Stated General Meeting, are held by Professorial Fellows, Tutorial Fellows, Supernumerary Fellows, and by such others elected by Governing Body in respect of their holding a post in the administration of the College. The Bursar and the Dean of Divinity hold Official Fellowships ex officio. All Fellows holding Official Fellowships are Members of Governing Body; and all references to Fellows in these Statutes or in the By-laws associated with them implying membership of Governing Body shall be understood to be to Official Fellows alone.

3. The number of Fello

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if any, as they are qualified to take, as soon as the Statutes of the University permit; provided that Governing Body may for urgent cause allow a Fellow to postpone taking a degree for such period as it may think fit.

22. No Fellowship shall be tenable with a Headship or Fellowship other than an Honorary or Emeritus Fellowship in any other College or Hall in the University.

23. The dismissal of any Official Fellow performing paid academic duties within the College is subject to the provisions of Statute XVII.

24. Governing Body

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duties of Officers, Tutors and Lecturers of the College, the attendance of members of Governing Body at Stated General and other Meetings, the proceedings at such Meetings, the business to be transacted thereat, the notice to be given before holding any meeting or

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be paid by the College as a contribution for University purposes under any Statute made or to be made under the powers of the Universities of Oxford and Cambridge Act, 1923.

XIII. THE VISITOR

1. The Visitor of the College shall be the Lord Bishop of Winchester for the time being.
 2. Governing Body shall each year lay before the Visitor the Accounts of the College and shall also furnish to the Visitor such additional information if any as he shall require for enabling him to form a judgement of the means and requirements and general state and condition of the College.
 3. It shall be lawful for the Visitor in person or by his Commissary or Commissaries duly appointed once in every ten years (or oftener if and whenever he shall deem it expedient for enforcing the due observance of the Statutes in force for the time being to do so), without any request or application by the College or any of its Members to visit the College and to exercise at such visitation all the po
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1. If at any time it shall appear to the Council of the University that any provision of these Statutes or of any other Statutes of the College in force for the time being respecting the accounts of the College or the audit or publication thereof or the exercise of the borrowing powers of the College, or any other provision of such Statutes, by the non-observance of which any interest of the University is liable to be prejudicially affected, is not duly observed, Council may submit a representation to the Visitor; and the Visitor shall, upon receiving such representation, inquire into the matter and after considering any representation made by Governing Body make such order therein as he shall deem just for enforcing the due observance of the Statutes in the ma

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(a) he (or, in the case of a subsidiary company whose obligations under the relevant term of appointment will be guaranteed by the parent company, that parent company) has at least 15 years' experience in the City of London (or other appropriate financial centre) of investment business; and (b) he is entitled to carry on investment business in accordance with the Financial Services Act 1986 (or other relevant legislation replacing or amending that Act).

3. The College may pay reasonable and proper remuneration to an Investment Manager appointed and acting in accordance with this Statute.

4. The College may delegate to an Investment Manager appointed and acting in accordance with this

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PART 1. CONSTRUCTION APPLICATION AND INTERPRETATION

1. This Statute and any By-Law under this Statute shall be construed in every case to give effect to the following guiding principles, that is to say:

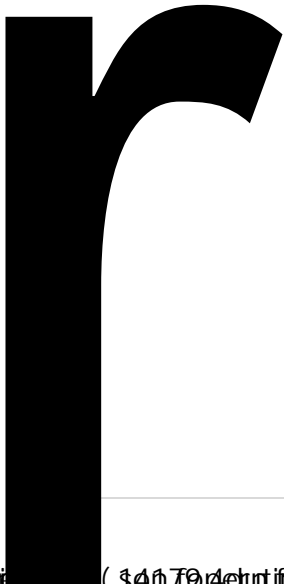
- (a) to ensure that members of the academic staff of the College have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges;
- (b) to enable the College to provide education, to promote learning, and to engage in research efficiently and economically; and
- (c) to apply the principles of justice and fairness.

2. No provision in Part II, Part III, Part IV or Part VII of this Statute shall enable any member of the academic staff to be dismissed unless the reason for the dismissal may in the circumstances (including the size and administrative resources of the College) reasonably be treated as a sufficient reason for dismissal.

3. (1) This Statute shall apply

- (a) to any person holding a College Office designated by Governing Body as one to which this Statute applies;
- (b) to any person employed by the College to carry out teaching or research save for those holding appointments which have been excluded by the Governing Body from the scope of this Statute on the ground that the duties in that regard are only of a limited nature; and
- (c) to the Warden, to the extent and in the manner set out in Part VII of this Statute.

(2) In this Statute any reference



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(7) In this Statute references to numbered Parts, Clauses, and sub-clauses are references to Parts, Clauses, and sub-clauses so numbered in this Statute.

PART II REDUNDANCY

8. This Part enables the Governing Body, as the appropriate body, to dismiss any member of the academic staff by reason of redundancy.

9. (1) Nothing in this Part shall prejudice, alt

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12. (1) Where the Governing Body has made a selection or has approved a selection recommended by a Redundancy Committee it may authorize an officer of the College as its delegate to dismiss any member of the academic staff so selected.

(2) Each member of the academic staff selected shall be given separate notice of the selection approved by the Governing Body.

(3) Each separate notice shall sufficiently identify the circumstances which have satisfied the Governing Body that the intended dismissal is reasonable and in particular shall include

- (a) a summary of the action taken by the Governing Body under this Part;
- (b) an account of the selection processes it has used;
- (c) a reference to the rights of ethnic

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may, at this stage or any stage prior to the conclusion of any hearing by an Academic Disciplinary Committee appointed under Clause 15 of this Statute, suspend the person concerned from the performance of his duties without loss of pay.

(4) As soon as may be following the comments (if any) or in any event not later than 28 days after they were invited the Warden shall consider the matter in the light of all the available material and may dismiss the matter summarily, or issue an oral or written warning to the person concerned, or determine that the matter be considered by an Academic Disciplinary Committee appointed under Clause 15 of this Statute.

15. If the Warden has determined that the matter is to be considered by an Academic Disciplinary Committee, he shall request the Governing Body to appoint such a Committee to hear the charge or charges and to determine whether the conduct or performance of the person charged constitutes good cause for dismissal or otherwise constitutes a serious complaint relating to his appointment or employment, and to make recommendations concerning the action (if any) to be taken as a result of the Committee's findings. Pending the consideration of such recommendations, the Warden, after consulting the Governing Body, may suspend the person charged from the performance of his duties without loss of pay.

16. (1) An Academic Disciplinary Committee shall consist of three persons selected by the Governing Body from a panel of twelve persons appointed annually by the Governing Body. The members of the panel shall be members of the Governing Body, Honorary Fellows or Emeritus Fellows of the College.

(2) In selecting members of the panel for appointment as members of an Academic Disciplinary Committee, the Governing Body shall exclude the person charged, and any person who has been involved in or associated with the making of the complaint or any part of it, or who has been involved in any preliminary hearing or investigation.

17. (1) When an Academic Disciplinary Committee has been appointed, the Governing Body shall instruct a solicitor or other suitable person to formulate the charge or charges and to present, or arrange for the presentation of, the charges before the Academic Disciplinary Committee.

(2) It shall be the duty of the person formulating the charges or charges

(a) to forward the charge or charges to the Comj ET BT /F1 11 Tf 1 0 0 1 275.7T /F1 11 Tf

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(b) that a charge shall not be determined without an oral hearing at which the person charged and any person appointed to represent him are entitled to be present;

(c) that witnesses may be called, both on behalf of the person charged and by the person charged and by the person presenting the charge, and may be questioned concerning any relevant evidence;

(d) that no new witness or documentary evidence may be introduced by the person presenting the charge without the Committee's consent, which shall not be given save for good reason, and that if late introduction is allowed, the member of the academic staff shall be allowed an adjournment sufficient to allow him to

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(2) Any action taken by the Warden or his delegate shall be confirmed in writing and notified to the Governing Body.

PART IV REMOVAL FOR INCAPACITY ON MEDICAL GROUNDS

22. (1)

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(d) that the case is heard and determined as expeditiously as is reasonably practicable.

(5) The Board may require the member concerned to undergo medical examination at the College's expense.

24. If the Board determines that the member should be required to retire on medical grounds, the Warden shall consult the Governing Body and may termina

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